

CONTENT AREA

Qualified Life Event (QLE) – Spouse's Loss of Coverage

ISSUE/QUESTION

An employee's spouse has been incarcerated and will soon be released. The spouse will lose medical coverage upon release. Does this situation qualify as a QLE and allow the employee to add the spouse to the employee's medical insurance coverage?

ANSWER

Yes, this situation meets the criteria as a QLE, permitting the employee to add the spouse to the employee's medical insurance coverage provided:

- The employee submits the forms necessary to add the spouse within 31 days of the date the spouse loses coverage.
- The employee can provide, to the agency benefits liaison, verification of the insurance loss and associated date.

The employee's spouse is only eligible for the type(s) of coverage that the employee already has. Example: The employee has only medical insurance coverage. The spouse is, therefore, only eligible for medical insurance coverage.

AUTHORITY

United States Code Title 26 – Tax Treatment of Cafeteria Plans

ISSUED

June 16, 2003